

DEPARTMENT OF PERSONNEL ADMINISTRATION

OFFICE OF THE DIRECTOR

1515 "S" STREET, NORTH BUILDING, SUITE 400
SACRAMENTO, CA 95814-7243

July 30, 2007

The Honorable Denise Ducheny
Chair, Joint Legislative Budget Committee
State Capitol, Room 5035
Sacramento, California 95814

Re: Bargaining Unit 3: Professional Educators and Librarians, SEIU**Addendum to Memorandum of Understanding—Fiscal over \$250,000**

This is to advise you that an addendum to a memorandum of understanding (MOU) has been recently agreed to by the Department of Personnel Administration and the above bargaining unit. In accordance with Government Code Section 3517.63(b), the addendum to the current contract (attached) is submitted for the Committee's consideration and recommendation. This addendum provides salary increases for teachers employed in the Juvenile Justice Division of the Department of Corrections and Rehabilitation.

This agreement is the result of the Bargaining Unit 3, 2006-2008 Memorandum of Understanding, Article 23.12, Salary Schedule Re-opener. This Article was agreed to pursuant to a court order in the lawsuit *Farrell v. Allen* requiring the State to develop and implement detailed remedial plans to provide all wards in the California Youth Authority (now called the California Department of Corrections and Rehabilitation, Division of Juvenile Justice) with adequate and effective care, treatment and rehabilitation services. The court order mandates the State to annually review the compensation of the teachers in comparison with the County Office of Education. The salary schedules the State negotiated vary by county, so that each youth authority facility offers a package that is competitive with local rates.

Upon approval of the Legislature, the new salary schedule will be effective on the first day of the 2007-2008 academic school year, August 6, 2007. DPA has been informed that funding for this salary increase is provided by Proposition 98 monies that have been included in the department's FY 07/08 budget.

If you have any questions, please contact Pamela Schneider, Legislative Coordinator, at (916) 327-2348.

Sincerely,

A handwritten signature in black ink, appearing to read 'D. Gilb', with a stylized flourish at the end.

David A. Gilb
Director

Attachments

cc: Members of the Joint Legislative
Budget Committee

Peggy Collins, Principal Consultant
Joint Legislative Budget Committee

Elizabeth Hill
Legislative Analyst

Tom Dithridge, Program Budget Manager
Department of Finance

Michael Prosio, Deputy Legislative Secretary
Office of Governor Schwarzenegger

Dianne Cummins, Chief Fiscal Policy Advisor
Office of the Pro Tem

Charles Wright, Chief Consultant
Office of the Pro Tem

Craig Cornet, Budget Director
Office of the Speaker

Greg Campbell, Chief Consultant
Office of the Speaker

Seren Taylor, Staff Director
Senate Republican Fiscal Office

Chantele Denny, Consultant
Senate Republican Fiscal Office

Peter Schaafsma, Staff Director
Assembly Republican Fiscal Office

Chris Ryan, Consultant
Assembly Republican Fiscal Office

Daniel Alvarez, Staff Director
Senate Budget Committee

Brian Annis, Consultant
Senate Budget Committee

Chris Woods, Staff Director
Assembly Budget Committee

Janus Norman, Consultant
Assembly Budget Committee

Bob Franzoia, Staff Director
Senate Appropriations

Maureen Ortiz, Consultant
Senate Appropriations

Geoff Long, Chief Consultant
Assembly Appropriations

Brad Williams, Consultant
Assembly Appropriations

Suzanne Sutton, Consultant
Senate Republican Caucus

Terry Mast, Consultant
Assembly Republican Caucus

David Felderstein, Chief Cons.
Senate PE&R Committee

Karon Green, Chief Consultant
Assembly PERS&S Committee

Alene Shimazu, Fiscal Manager
Office of Financial Management
DPA

Jeanette Williams Gipson, LRO
DPA

Jason Dickerson, Consultant
Office of the Legislative Analyst

New treatment programs that include specialized or restricted settings shall incorporate adequate funding for each student's access to education based on the above pattern.

The CEA teachers' and specialists' total compensation shall be based on the total compensation paid to teachers and specialists, respectively, by the County Office of Education (COE) where the institution is located. The COE's teachers' and specialists' total compensation, calculated on a daily rate basis, shall be used as a basis of comparison to calculate an annual recruitment and retention (R&R) differential. This R&R differential shall be paid only to teachers and specialists who complete the academic year. An annual Academic Calendar shall be developed and approved by the Director of CYA. CYA/CEA management and supervisors shall be trained on the new Academic Calendar and School Day Schedule process and implementation. This shall be implemented pursuant to the Dills Act. This R & R differential also may be applied to Assistant Principals and Principals as necessary.

The Department, Agency and Administration support inclusion, maintenance and on-going use of resources in the state budget for education staffing that ensures student access to quality education. The Superintendent of Education will ensure that all instructional staff are appropriately assigned by the credential(s) they hold by aligning credentialed staff and course of study, negotiating the impact with CSEA and recruitment to fill positions by credential content areas. This is a continuing effort started in 2004 through the School Improvement Review process. The steps to accomplish this are as follows:

- Principals ensure each credentialed staff have completed a credential survey by March 2005
- Principals identify any misaligned instructional staff and report to Superintendent of Education by March 2005
- Superintendent of Education develops a credential alignment plan for the Director
- Director approves alignment plan
- Labor Relations notices the employee representative
- Personnel notices the affected employees if appropriate
- Labor Relations negotiated the impact with the employee representative
- Alignment plan implemented

A recruitment plan is in place, the Superintendent of Education has selected two recruiters and contracts will be established as necessary for recruitment services to engage with college and university teacher preparation programs, placement offices, professional organizations, and to conduct career fairs. A continuous testing process is in place and applications are reviewed each month.

This will ensure that credentialed faculty is of sufficient quantity and credentialed in the specific content areas or special service areas to provide the required core content and supplemental services to ensure there is the capacity to provide access. CEA must

CHART A
DJJ (CYA) High Schools by County

School Name	CYA Facility	County
M.C. Romero	El Paso De Robles School	San Luis Obispo
J. Weiden	Preston School of Industry	Amador
M. B. Perry	Ventura School for Girls	Ventura
Lyle Egan	Youth Training School	San Bernardino
J.B. Clarke	South Reception Center	Los Angeles
Johanna Boss	O.H. Close School	San Joaquin
Chaderjian	Chaderjian School	San Joaquin
DeWitt	DeWitt Nelson Training Ctr.	San Joaquin
	Sacramento Paroles	Sacramento



6:34
7-19-07

SEIU Local 1000 UNION PROPOSAL

UNIT 3 NEGOTIATIONS-DJJ

Ratification

This agreement will be effective on the first work day of the 2007-2008 DJJ 220-Day Academic Calendar Year as follows:

- The tentative agreement is approved by the Legislature
- The expenditure of funds is approved by the Legislature
- The agreement is ratified by SEIU represented DJJ/BU 3 eligible employees

Janette Williams Giron
July 19, 2007 6:34 pm

Don E. [Signature]

Imani

[Signature]

[Signature] BU3 Chair

Gerald Daniel

Jim Stoff BU3 Vice Chair

Kathy Skow

Pamela Haridel

[Signature]



6:25
7-19-07

SEIU Local 1000 UNION PROPOSAL

UNIT 3 NEGOTIATIONS-DJJ

SAN LUIS OBISPO

	Range A	Range B	Range C	Range D	Range E	Range F	Range G
Step 1	\$240.10	\$248.50	\$257.20	\$266.20	\$275.52	\$285.16	\$295.14
Step 2	\$248.50	\$257.20	\$266.20	\$275.52	\$285.16	\$295.14	\$305.47
Step 3	\$257.20	\$266.20	\$275.52	\$285.16	\$295.14	\$305.47	\$316.17
Step 4	\$266.20	\$275.52	\$285.16	\$295.14	\$305.47	\$316.17	\$327.23
Step 5	\$275.52	\$285.16	\$295.14	\$305.47	\$316.17	\$327.23	\$338.68
Step 6	\$285.16	\$295.14	\$305.47	\$316.17	\$327.23	\$338.68	\$350.54
Step 7		\$305.47	\$316.17	\$327.23	\$338.68	\$350.54	\$362.81
Step 8		\$316.17	\$327.23	\$338.68	\$350.54	\$362.81	\$375.51
Step 9			\$338.68	\$350.54	\$362.81	\$375.51	\$388.65
Step 10				\$362.81	\$375.51	\$388.65	\$402.25
Step 15					\$388.65	\$402.25	\$416.33
Step 20					\$402.25	\$416.33	\$430.90
Step 25					\$416.33	\$430.90	\$445.98

TA July 19, 2007 6:25pm
 Jeannette Williams Gibson
 Wes E. [Signature]
 Infanti
 [Signature]

[Signature] BU3 Chair
 Gerald [Signature]
 Jim Stoffa BU3 Vice Chair
 Kathy Skow
 Pamela Handel
 [Signature]



6:25
7-19-07

SEIU Local 1000 UNION PROPOSAL

UNIT 3 NEGOTIATIONS-DJJ

AMADOR

	Range A	Range B	Range C	Range D	Range E	Range F	Range G
Step 1	\$246.15	\$254.77	\$263.68	\$272.91	\$282.46	\$292.35	\$302.58
Step 2	\$254.77	\$263.68	\$272.91	\$282.46	\$292.35	\$302.58	\$313.17
Step 3	\$263.68	\$272.91	\$282.46	\$292.35	\$302.58	\$313.17	\$324.13
Step 4	\$272.91	\$282.46	\$292.35	\$302.58	\$313.17	\$324.13	\$335.48
Step 5	\$282.46	\$292.35	\$302.58	\$313.17	\$324.13	\$335.48	\$347.22
Step 6	\$292.35	\$302.58	\$313.17	\$324.13	\$335.48	\$347.22	\$359.37
Step 7		\$313.17	\$324.13	\$335.48	\$347.22	\$359.37	\$371.95
Step 8		\$324.13	\$335.48	\$347.22	\$359.37	\$371.95	\$384.97
Step 9			\$347.22	\$359.37	\$371.95	\$384.97	\$398.44
Step 10				\$371.95	\$384.97	\$398.44	\$412.39
Step 15					\$398.44	\$412.39	\$426.82
Step 20					\$412.39	\$426.82	\$441.76
Step 25					\$426.82	\$441.76	\$457.22

TA July 19, 2007 6:25pm
 Jannette Williams Gpron
 [Signature]
 Imbani
 [Signature]

[Signature] BU3 chair
 Gerald Dineel
 Jim Stapp BU3V chair
 Kathy Skow
 Pamela Handel
 [Signature]



6:25
7-19-07

SEIU Local 1000 UNION PROPOSAL

UNIT 3 NEGOTIATIONS-DJJ

SACRAMENTO

	Range A	Range B	Range C	Range D	Range E	Range F	Range G
Step 1	\$247.65	\$256.32	\$265.29	\$274.57	\$284.18	\$294.13	\$304.43
Step 2	\$256.32	\$265.29	\$274.57	\$284.18	\$294.13	\$304.43	\$315.08
Step 3	\$265.29	\$274.57	\$284.18	\$294.13	\$304.43	\$315.08	\$326.11
Step 4	\$274.57	\$284.18	\$294.13	\$304.43	\$315.08	\$326.11	\$337.52
Step 5	\$284.18	\$294.13	\$304.43	\$315.08	\$326.11	\$337.52	\$349.33
Step 6	\$294.13	\$304.43	\$315.08	\$326.11	\$337.52	\$349.33	\$361.56
Step 7		\$315.08	\$326.11	\$337.52	\$349.33	\$361.56	\$374.22
Step 8		\$326.11	\$337.52	\$349.33	\$361.56	\$374.22	\$387.31
Step 9			\$349.33	\$361.56	\$374.22	\$387.31	\$400.87
Step 10				\$374.22	\$387.31	\$400.87	\$414.90
Step 15					\$400.87	\$414.90	\$429.42
Step 20					\$414.90	\$429.42	\$444.45
Step 25					\$429.42	\$444.45	\$460.01

TA July 19, 2007 6:25pm
 Jannette Williams Gibson
 [Signature]
 Imani
 [Signature]

[Signature]
 BUZZKarr
 Gerald L Daniel
 Jim Hoff BUZZKarr
 Kathy Skow
 Pamela Handel
 [Signature]



6:25
7-19-07

SEIU Local 1000 UNION PROPOSAL

UNIT 3 NEGOTIATIONS-DJJ

SAN JOAQUIN

	Range A	Range B	Range C	Range D	Range E	Range F	Range G
Step 1	\$254.21	\$263.11	\$272.32	\$281.85	\$291.71	\$301.92	\$312.49
Step 2	\$263.11	\$272.32	\$281.85	\$291.71	\$301.92	\$312.49	\$323.43
Step 3	\$272.32	\$281.85	\$291.71	\$301.92	\$312.49	\$323.43	\$334.75
Step 4	\$281.85	\$291.71	\$301.92	\$312.49	\$323.43	\$334.75	\$346.46
Step 5	\$291.71	\$301.92	\$312.49	\$323.43	\$334.75	\$346.46	\$358.59
Step 6	\$301.92	\$312.49	\$323.43	\$334.75	\$346.46	\$358.59	\$371.14
Step 7		\$323.43	\$334.75	\$346.46	\$358.59	\$371.14	\$384.13
Step 8		\$334.75	\$346.46	\$358.59	\$371.14	\$384.13	\$397.57
Step 9			\$358.59	\$371.14	\$384.13	\$397.57	\$411.49
Step 10				\$384.13	\$397.57	\$411.49	\$425.89
Step 15					\$411.49	\$425.89	\$440.80
Step 20					\$425.89	\$440.80	\$456.22
Step 25					\$440.80	\$456.22	\$472.19

TA July 19, 2007 6:25pm
 Jeannette Williams Gerson
 [Signature]
 Imbani
 [Signature]

[Signature]
 BU3 Chair
 Gerald Daniel
 Jim Hoff BUU Chair
 Kathy Skow
 Pamela Handel
 [Signature]



6:25
7-19-07

SEIU Local 1000 UNION PROPOSAL

UNIT 3 NEGOTIATIONS-DJJ

LOS ANGELES

	Range A	Range B	Range C	Range D	Range E	Range F	Range G
Step 1	\$265.67	\$274.97	\$284.59	\$294.55	\$304.86	\$315.53	\$326.58
Step 2	\$274.97	\$284.59	\$294.55	\$304.86	\$315.53	\$326.58	\$338.01
Step 3	\$284.59	\$294.55	\$304.86	\$315.53	\$326.58	\$338.01	\$349.84
Step 4	\$294.55	\$304.86	\$315.53	\$326.58	\$338.01	\$349.84	\$362.08
Step 5	\$304.86	\$315.53	\$326.58	\$338.01	\$349.84	\$362.08	\$374.75
Step 6	\$315.53	\$326.58	\$338.01	\$349.84	\$362.08	\$374.75	\$387.87
Step 7		\$338.01	\$349.84	\$362.08	\$374.75	\$387.87	\$401.45
Step 8		\$349.84	\$362.08	\$374.75	\$387.87	\$401.45	\$415.50
Step 9			\$374.75	\$387.87	\$401.45	\$415.50	\$430.04
Step 10				\$401.45	\$415.50	\$430.04	\$445.09
Step 15					\$430.04	\$445.09	\$460.67
Step 20					\$445.09	\$460.67	\$476.79
Step 25					\$460.67	\$476.79	\$493.48

TA July 19, 2007 6:25pm
 Gennette Williams gpro
 [Signature]
 Imbani
 [Signature]

[Signature] Bu3 Chair
 Gerald [Signature]
 Jim Hoff Bu3V Chair
 Kathy Skow
 Pamela Handel
 [Signature]



6:25
7-19-07

SEIU Local 1000 UNION PROPOSAL

UNIT 3 NEGOTIATIONS-DJJ

VENTURA

	Range A	Range B	Range C	Range D	Range E	Range F	Range G
Step 1	\$236.99	\$245.28	\$253.87	\$262.76	\$271.95	\$281.47	\$291.32
Step 2	\$245.28	\$253.87	\$262.76	\$271.95	\$281.47	\$291.32	\$301.52
Step 3	\$253.87	\$262.76	\$271.95	\$281.47	\$291.32	\$301.52	\$312.07
Step 4	\$262.76	\$271.95	\$281.47	\$291.32	\$301.52	\$312.07	\$322.99
Step 5	\$271.95	\$281.47	\$291.32	\$301.52	\$312.07	\$322.99	\$334.30
Step 6	\$281.47	\$291.32	\$301.52	\$312.07	\$322.99	\$334.30	\$346.00
Step 7		\$301.52	\$312.07	\$322.99	\$334.30	\$346.00	\$358.11
Step 8		\$312.07	\$322.99	\$334.30	\$346.00	\$358.11	\$370.64
Step 9			\$334.30	\$346.00	\$358.11	\$370.64	\$383.61
Step 10				\$358.11	\$370.64	\$383.61	\$397.04
Step 15					\$383.61	\$397.04	\$410.94
Step 20					\$397.04	\$410.94	\$425.32
Step 25					\$410.94	\$425.32	\$440.21

TA July 19, 2007 6:25pm
Jennette Williams Gyron
Wanda D. [Signature]
Imani
[Signature]

[Signature] BU3 Chair
Gerald J. Daniel
Jim Stoff BU3U chair
Kathy Skow
Pamela Handel
[Signature]



6:25
7-19-07

SEIU Local 1000 UNION PROPOSAL

UNIT 3 NEGOTIATIONS-DJJ

SAN BERNARDINO

	Range A	Range B	Range C	Range D	Range E	Range F	Range G
Step 1	\$267.26	\$276.61	\$286.30	\$296.32	\$306.69	\$317.42	\$328.53
Step 2	\$276.61	\$286.30	\$296.32	\$306.69	\$317.42	\$328.53	\$340.03
Step 3	\$286.30	\$296.32	\$306.69	\$317.42	\$328.53	\$340.03	\$351.93
Step 4	\$296.32	\$306.69	\$317.42	\$328.53	\$340.03	\$351.93	\$364.25
Step 5	\$306.69	\$317.42	\$328.53	\$340.03	\$351.93	\$364.25	\$377.00
Step 6	\$317.42	\$328.53	\$340.03	\$351.93	\$364.25	\$377.00	\$390.19
Step 7		\$340.03	\$351.93	\$364.25	\$377.00	\$390.19	\$403.85
Step 8		\$351.93	\$364.25	\$377.00	\$390.19	\$403.85	\$417.98
Step 9			\$377.00	\$390.19	\$403.85	\$417.98	\$432.61
Step 10				\$403.85	\$417.98	\$432.61	\$447.75
Step 15					\$432.61	\$447.75	\$463.43
Step 20					\$447.75	\$463.43	\$479.64
Step 25					\$463.43	\$479.64	\$496.43

TA July 19, 2007 6:25pm
 Jannette Williams Gyron
 Joe P. [Signature]
 Insani
 [Signature]

[Signature] BU3 chair
 Gerald L Daniel
 Jim Hoff BU3V chair
 Kelsey Skow
 Pamela Handel
 [Signature]